

ALKERMES HUMAN RIGHTS POLICY

Alkermes respects and believes in the inherent human rights of all people, including the rights to life, liberty and security of their person. We strive to conduct our business in an ethical and responsible manner to promote and protect these rights. We support principles set forth in internationally recognized covenants such as the United Nations' Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Alkermes is committed to protecting the human rights of its employees and providing them with a healthy, safe and inclusive work environment. Alkermes is also committed to fair labor practices that are in accordance with applicable laws and regulations in the jurisdictions where our employees work. In addition to this policy, our directors, officers and employees are required to abide by the [Alkermes plc Code of Business Conduct and Ethics](#), which promotes, among other things, honest and ethical conduct, compliance with applicable governmental laws, rules and regulations, and robust internal reporting and enforcement mechanisms.

Fair Labor Practices

Alkermes does not tolerate, in any form:

- Discrimination, harassment or retaliation
- Underage labor
- Slavery or human trafficking
- Restriction of association

Alkermes prohibits discrimination, harassment and retaliation of any kind and is committed to creating and maintaining a work environment in which employees are treated fairly and with dignity and respect.

Alkermes makes decisions regarding hiring, promotion, compensation, benefits and termination in accordance with the principle of equal employment opportunity and without regard to protected characteristics, including race, color, religion, sex, sexual orientation, gender expression or identity, ethnicity, national origin, ancestry, age, mental or physical disability, genetic information, any Veteran status, any military status or any other category protected by applicable law.

Alkermes prohibits the use, recruitment or employment of individuals who are younger than the applicable local legal minimum age required for employment and steadfastly opposes slavery, servitude, human trafficking, and forced labor in any form.

Alkermes respects its employees' rights and prohibits restrictions on freedom of association, including association through collective bargaining.

Safe, Healthy and Inclusive Work Environment

Alkermes is committed to upholding high standards of safety, health and wellbeing, and complying in all respects with applicable environmental, health and safety laws and regulations in the locations in which we operate. For additional information about our health, safety and wellbeing initiatives and related risk management activities, please see our latest Corporate Responsibility Report, available on the Responsibility section of our website.

Alkermes strives to incorporate diversity, inclusion and belonging across its business. Our approach emphasizes interactive engagement between colleagues, and policies and programs that celebrate and reflect the diversity of our workforce and our belief that inclusive behaviors can help foster a feeling of community and belonging. Alkermes offers trainings and facilitates discussions for employees aimed at identifying and addressing workplace dynamics and behaviors, including unconscious bias and psychological safety.

Supply Chain

Alkermes seeks to do business with vendors and suppliers that share our commitment to ethical and responsible business practices, and expects our business partners to adhere to applicable laws and regulations and to the protection of internationally recognized human rights for their employees and other stakeholders.

Reporting

If you learn of a potential or suspected violation of this policy, please promptly report the relevant information to Alkermes' Corporate Governance and Compliance Hotline (United States: 1-800-704-4487; Ireland: 1-800-851-387). For information about additional reporting options, please see Alkermes' [Financial and Compliance Matters; No Retaliation Policy \(Whistleblower Policy\)](#).

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